

United States Capitol Police Benefits Summary

Health Insurance

As a USCP employee, you will have access to a wide variety of health insurance plans, all of which meet the minimum service level requirements under the Affordable Care Act. You have a choice of coverage for yourself or for yourself and your family. The USCP pays about 75% of the monthly health insurance premium and you pay the rest on a pre-tax basis.

Additionally, supplemental dental and vision plans are available to provide additional coverage for you and your family. Rates are competitive and withheld from your pay on a pre-tax basis.

Flexible Spending Accounts

You may contribute pre-tax dollars for use on eligible child-care or medical expenses up to contribution limits.

Long Term Care Insurance

USCP employees may purchase long term care insurance at competitive rates to help cover the costs of elder care. Spouses, parents and parents-in-law also are eligible to apply.

Life Insurance

USCP employees are eligible to enroll in the government-wide life insurance program. The USCP will pay one-third of the cost of your basic premium and additional coverage plans are available.

Retirement

USCP employees are eligible to receive three sources of retirement income: (1) a retirement annuity; (2) a savings plan (similar to private sector 401k plans) into which you contribute a percentage of your income that is matched by the USCP up to 5% of your salary; and (3) social security. Under the Capitol Police Retirement Act, sworn officers are required to retire when they reach 57 years of age.

Paid Leave and Holidays

The USCP provides for 10 paid Federal holidays every year. All USCP employees earn 104 hours of sick leave each year that accrues without limit. In addition, employees earn annual leave at

the following rates: 13 days in your first 3 years of Federal service; 20 days in years three through 15; and, 26 days after your 15th year of service. You may carry-over up to 240 hours of annual leave each year.

Workers Compensation

You may be entitled to compensation benefits for disability should you sustain an injury or employment related disease while in the performance of duty.

Transit Benefits

Employees may choose between free, on-site parking or a transit subsidy, currently up to \$245 month, to cover the cost of commuting by train/subway.

Employee Assistance Program

The USCP offers its employees free access to on-site, confidential counselors who can help employees address a range of issues, including professional, personal, family and financial matters.